

Envirolab Modern Slavery Policy

1. Purpose and Scope

Envirolab, including its associated entities of Envirolab Services Pty Ltd, Envirolab Services (WA) Pty Ltd and Envirolab Services (NZ) Limited trading as LABTEC ('Envirolab', 'us' 'our' 'we') in recognising modern slavery as a crime and a violation of fundamental human rights. It takes various forms, the Australian Modern Slavery Act (2018) defines slavery into eight areas:

- Human Trafficking
- Slavery
- Servitude
- Forced Marriage
- Forced labour
- Debt Bondage
- Deceptive Recruiting
- Child labour

All of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This Policy applies to all persons working for us or on behalf in any capacity.

2. Policy

Envirolab is committed to ensuring there is transparency in our own business and in our approach to tackling and abolishing modern slavery throughout the supply chain. We expect the same high standards from all our contractors, suppliers, and business partners.

We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings.

The prevention, detection and reporting of modern slavery in any part of our business is the responsibility of all of those working for us or under our control. We are required to avoid any activity that might lead to, or suggest, a breach of this Policy.

Management at all levels are responsible for ensuring our staff understand and comply with this Policy and are given any training required.

We encourage you to raise concerns about any issue or suspicion of modern slavery in any parts of the business at the earliest possible stage.

If you believe or suspect a breach of this Policy has occurred or that it may occur, you must notify the management team as soon as possible.

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Envirolab will continue to monitor our top suppliers who are currently deemed 'low risk' and will communicate with them and future suppliers to ensure they are aware of their obligations in complying with this Policy.

3. Breaches of this Policy

Any employee who breaches this Policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this Policy.